

MOTION BY MAYOR MICHAEL D. ANTONOVICH AND
SUPERVISOR DON KNABE

AUGUST 22, 2006

SUBSTITUTE MOTION

Recently, County departments have experienced difficulty in filling entry-level and journey-level positions. At the same time, a disproportionate unemployment rate has occurred among returning veterans. The competitive job market has lured qualified applicants away from County departments, and County requirements such as on-the-job experience, prevent veterans from qualifying for County employment.

The County's need for qualified applicants and the inability of veterans to gain eligibility for these positions may be remedied, at least in part, with changes in minimum County job requirements designed to recognize, in certain instances, a military experience. In addition, it may be feasible to establish an internship program designed specifically to help veterans gain needed experience. An internship program could create new classified temporary positions: Veteran Interns. Developed and directed by the Department of Human Resources, these positions could employ veterans at 75% of the applicable salary. The program could employ our veterans, allow them to gain work experience, and provide departments with recruitment options for vacant positions. After completion of an internship period of up to 12 months, the Veteran Intern would be qualified to compete in the Civil Service examination for the corresponding permanent position.

WE, THEREFORE, MOVE that the Board of Supervisors direct the Chief Administrative Officer, in conjunction with the Director of Human Resources, to determine the feasibility and report back within 30 days regarding 1) modifying the minimum requirements for County jobs suitable for the recruitment of veterans to recognize, where appropriate, military experience, 2) developing a veterans' internship program, and 3) making any other changes in employment processes determined by the Chief Administrative Officer and Director of Human Resources to be conducive to the employment of veterans.

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MDA:kblsc

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